



SECRETARY OF THE ARMY  
WASHINGTON

11 SEP 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2019-26 (Implementation of Changes to the Soldier for Life - Transition Assistance Program)

1. References:

- a. Title 10, United States Code (U.S.C.), section 1142.
- b. Title 10, U.S.C., section 1144.
- c. Department of Defense Instruction 1332.35 (Transition Assistance Program (TAP) for Military Personnel); February 29, 2016; Incorporating Change 1, Effective November 9, 2018.
- d. Army Regulation (AR) 600-81 (Soldier for Life - Transition Assistance Program), 17 May 2016.

2. Purpose. This directive implements improvements to the Transition Assistance Program mandated by the National Defense Authorization Act (NDAA) for Fiscal Year 2019 (FY19). Effective 1 October 2019, commanders will ensure compliance with the new policies and procedures.

3. Applicability. This directive applies to the Regular Army, Army National Guard/Army National Guard of the United States (ARNG), and U.S. Army Reserve (USAR).

4. Background. AR 600-81 requires all Soldiers in the Regular Army and the Active Guard Reserve Program to complete the Soldier for Life (SFL) - Transition Assistance Program (TAP) process before the separation date on their DD Form 214 (Certificate of Release or Discharge From Active Duty). ARNG and USAR Soldiers serving 180 continuous days or more on active duty pursuant to Title 10 must also complete the SFL-TAP process before the separation date on their DD Form 214. Soldiers serving on active duty pursuant to Title 10 for training and professional education are not required to complete SFL-TAP, nor are members of the ARNG serving pursuant to Title 32.

5. Policy. Effective 1 October 2019, all Soldiers must begin the TAP process no later than 365 days before the date of their anticipated transition from active duty. Reserve component Soldiers with more than 180 days of continuous service but less than 365 days of mobilization must complete the self-assessment and individualized initial counseling (described in paragraph 5a) during pre-mobilization, initial mobilization, or as soon as possible thereafter.

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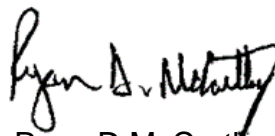
a. Eligible Soldiers must conduct a self-assessment and receive individualized initial counseling in person or through video from the Army TAP Virtual Center NLT 12 months before their anticipated transition or separation from active duty. Soldiers deployed to an austere environment may conduct a telephone or Virtual Center (non-video) initial counseling session if sufficient equipment or bandwidth is not available to support video counseling.

b. SFL-TAP counselors will use Soldier self-assessment results and individualized initial counseling sessions to assign Soldiers to one of three distinct career readiness tiers. Tier levels factor in Soldier needs, including their overall preparedness to successfully transition from active duty. Transition tier levels, each with specific Career Readiness Standards (CRS), are described in the enclosure. Commanders must ensure their Soldiers complete the appropriate CRS associated with their assigned transition tier (see enclosure).

c. Installation Transition Services Managers must provide SFL-TAP classrooms in support of the four 2-day career tracks listed in the enclosure. Commanders will ensure that all transitioning Soldiers attend their selected career track. Major changes and new requirements for SFL-TAP are outlined in the enclosure.

6. Instructional Model. Pursuant to DoD Instruction 1332.35 and AR 600-81, installation commanders will ensure that the primary TAP instructional delivery mode their Soldiers use will be based on the "distributive" model (spread out over 12 or more months for maximum benefit). The 5-day consecutive instructional model for TAP will be used by eligible ARNG and USAR Soldiers mobilized for less than 18 months and for all other eligible Soldiers only in exceptional instances, such as involuntary, short-notice, and unanticipated separations.

7. Proponent. The Deputy Chief of Staff, G-1 is the proponent for this policy and will publish implementing guidance for the NDAA-mandated changes to TAP before 1 October 2019. The Deputy Chief of Staff, G-1 will incorporate the provisions of this directive into AR 600-81 within 2 years of the date of this directive. This directive is rescinded upon publication of the revision to AR 600-81.

  
Ryan D McCarthy  
Acting

Encl

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(see next page)

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## CURRICULUM AND CAPSTONE REQUIREMENTS FOR SOLDIER FOR LIFE - TRANSITION ASSISTANCE PROGRAM

<p><b>Army Day</b> (Pre-separation training day) <u>Mandatory</u> Begin no later than 365 days before an anticipated transition or separation from active duty.</p> <p>~8 hours</p>	<p><b>Employment Day</b> <u>Mandatory</u> Instruction provided by U.S. Department of Labor.</p> <p>~8 hours</p>	<p><b>VA Day</b> <u>Mandatory</u> Instruction provided by U.S. Department of Veterans Affairs (VA).</p> <p>~8 hours</p>	<p><b>Career Tracks</b> 2 days of instruction (All Soldiers determine a career focus area, goal, or track from one of the four options.)</p> <p>~16 hours</p>	<p><b>Capstone Event/Individual Transition Plan Review</b> <u>Mandatory</u> Capstone review must be conducted no later than 90 days before the date of anticipated transition or separation from active duty on DD Form 214.</p>
<ol style="list-style-type: none"> <li>1. Self-assessment</li> <li>2. Individualized initial counseling</li> <li>3. Individual Transition Plan</li> <li>4. Pre-separation counseling</li> <li>5. Three counseling pathways (Soldiers are assigned to one of three tiered TAP plans based on <u>self- and</u></li> </ol>	<p>This training is mandated unless Soldier meets one of these exemptions:</p> <ol style="list-style-type: none"> <li>1. Retiring after 20 or more years</li> <li>2. Proof of employment</li> <li>3. Proof of acceptance into an accredited vocational training, undergraduate, or graduate program</li> </ol>	<p>No exemptions. This module is mandatory for all transitioning Soldiers.</p> <ul style="list-style-type: none"> <li>• VA services and benefits brief</li> <li>• Register on eBenefits</li> </ul>	<p>Track 1: Employment</p> <p>Track 2: Vocational Training</p> <p>Track 3: Higher Education</p> <p>Track 4: Entrepreneurship</p> <p>Tracks are 2-day workshops tailored toward the Soldier's post-transition career interests and goals.</p>	<p>Capstone review is conducted by a transitioning Soldier's commander or the commander's designee. Through this process, a Soldier's "career readiness" level is assessed.</p> <p>Warm handovers (to VA, Labor Department, or another service provider, as needed) will be provided for all Soldiers who do not</p>

Enclosure

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<p><u>counselor</u> assessment of the Soldier's needs.) The next table specifies Soldier requirements for each assigned tier.</p> <p>6. My Transition Module</p> <p>7. Military Occupational Code Crosswalk Module (in accordance with tier assignment)</p> <p>8. Financial Plan for Transition Module (in accordance with tier assignment)</p>	<p>4. Specialized skills for a unit deploying in 60 days</p> <p>5. Soldiers not medically capable of attending</p> <p>6. Soldiers who have previously attended within last 3 years</p>			<p>meet career readiness standards or whose commander deems them to be not ready or at risk (for example, for unemployment).</p>

Career Readiness Standard Requirements for Each Assigned Tier From Assessment	
<b>Tier 1</b>	Self-assessment, initial counseling, individual transition plan, pre-separation, VA benefits and services, register for eBenefits, employment day, continuum of service (Regular Army), and capstone event.
<b>Tier 2</b>	Self-assessment, initial counseling, individual transition plan, pre-separation, criteria-based post-transition financial plan, VA benefits and services, register for eBenefits, gap analysis or verification of employment, employment day, continuum of service (Regular Army), and capstone event. <b>Note:</b> Based on assessment results, some Soldiers in Tier 2 may be required to participate in a 2-day career track.
<b>Tier 3</b>	Self-assessment, initial counseling, individual transition plan, pre-separation, criteria-based post-transition financial plan, VA benefits and services, register for eBenefits, gap analysis or verification of employment, employment day, continuum of service (Regular Army), and capstone event.  <b>Tier 3 Soldiers must choose one of the three 2-day career tracks.</b>
Required Deliverables for Each Career Track	
Track 1: Employment	Draft résumé or verification of employment
Track 2: Vocational Training	Comparison of technical schools
Track 3: Higher Education	Comparison of colleges and universities
Track 4: Entrepreneurship	None (Course is intended to help servicemembers determine whether they would like to further explore the topic of entrepreneurship or owning their own business.)